

TAB

EARLY RETIREMENT

1. This proposal is based on the Civil Service retirement system and calls for the retirement of certain staff employees at age 52 after 20 years of Government service on a voluntary basis or on the basis of nonprejudicial selection-out.
2. At the time of retirement, the retiree will defer his Civil Service retirement annuity*, thus putting himself in a position to collect this at age 62. Between the ages 52 and 62, he will be paid an annuity equal to his earned Civil Service annuity^{out} of a fund established and administered by the Agency.
3. Only those employees who have been selected into and have retained their status in the overseas activities group will qualify for early retirement.
 - a. Personnel who have completed at least five years in a staff status as members of CIA at the time the program is initiated, who have completed one full tour of duty overseas and who are members of the Clandestine Services Career Service or of other services in support of the clandestine services overseas program or of any other established and continuing program involving repetitive tours overseas will be automatically selected into the overseas activities group.
 - b. Persons with less than five years of service who are assigned to the Clandestine Services Career Service, to the services in direct support of the clandestine services overseas activities or to any other program involving repetitive tours overseas would be designated as candidates for selection into the overseas activities group.
 - c. Beyond these minimum requirements, membership in the overseas activities group will impose on the individual the obligation to serve overseas at any post and in any capacity at the direction of the Agency.
 - d. At no time will more than 60 percent of the overseas activities group be permitted to serve within the continental limits of the United States. In order to hold to this figure, persons may be removed from the group because their overseas service falls below the average or because the likelihood of their serving usefully overseas in the future has diminished.
 - e. All candidates and members of the overseas activities group will be assessed x percent per annum of their gross salary to support the retirement fund, in addition to their Civil Service retirement contributions.

* It will be necessary to arrange with the Civil Service Commission that in so doing they do not forgo any of the rights of regular pensioners.

F. All persons withdrawing from or excluded from the overseas activities group will be reimbursed the full amount of their assessed contributions to the fund. *with interest?*

4. An individual who has contributed to the Agency fund and who retires at any time past age 52 will be repaid in lump sum that percentage of his total contribution to the fund which is equal to the percentage of time he is employed between ages 52 and 62.

5. The Agency will include in budgeted OI funds amounts sufficient to sustain the retirement fund and will administer the salaries of the overseas activities group in such a way as to compensate persons in this service on an equitable basis as compared with other foreign service elements of the Government.

6. This plan would provide a basis for the establishment overseas of an additional reporting and operational support facility. Experienced operational personnel retiring at age 52 can be assisted by the Agency in obtaining cover employment, and they can be paid for their work in support of operations.